

UCLA Faculty Association

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Friday, February 14, 2025

Something finally happened - but nothing was resolved.



The special systemwide Senate Assembly Zoom session finally happened yesterday after a previous attempt failed due to a tech glitch. What seems to have been missed by Senate leadership is that three separate topics, one largely unrelated to the other two, were forced on to the agenda by a petition process - highly unusual - which suggests an underlying problem with shared governance.

It might be noted that the meeting was set up as a discussion (only). Actual motions could be passed only if there was unanimous agreement by all assembly members (a subset of those who attended). Over 400 were in attendance at the start of the meeting but the number tended to drop as the

discussion went on for almost 3 hours.

The first topic dealt with mandated processes of cybersecurity. Issues raised involved the use of an outside vendor and thus fears of spyware and an outsider having access to individual computers. There were concerns about possible individual faculty liability in the case of breaches. There was concern about implementation within a one-year deadline. There were technical issues raised indicating that the mandated protocols would prevent certain types of necessary software from operating, thus causing loss of research opportunities and inability to compete for potential grants. Deans and department chairs who don't necessarily understand the technical issues entailed were nonetheless enlisted as enforcers.

The response to all of this was in part statements about how it was necessary combined with some movement toward more transparency in the future.

Faculty pay range adjustments were the next topic. What seemed to animate the discussion was that faculty increases occurred on October 1 whereas top administrator pay was adjusted on July 1. But the underlying issue - at least as it appeared to yours truly - was faculty pay more generally. There were a lot of charts presented by Provost Newman and her group with regard to the different mechanisms by which faculty pay was adjusted - merit increases, etc. - as compared with other university employees. It was argued that compared with the comparison-8 universities, UC has been closing the gap in pay - although there remains a gap. One sensed general unhappiness.

The third item was the abrupt increase in health insurance premiums. Again, there were charts shown explaining why health care costs have been rising. It was noted that UC self insures a number of its plans, so that the insurance companies involved are administrators, not insurers, and thus the increase in costs represents external inflation of provider prices plus usage patterns by UC participants. And it was said the increases were not out of line with what other large employers were experiencing.

There were several references to a study that had just kicked off on total compensation (pay plus benefits) and that we should wait to see what it reveals. (Actually, planning for the study had been under way for some time even though the actual study with an outside consultant is now beginning.) But it was not clear how that study would explain the abrupt announcement of

The Council of UC Faculty Associations

- [Concern Regarding the APC's Common Systemwide Calendar Work](#)
- [Common Calendar Action Committee: Summary Report On Survey Comments](#)
- [Common Calendar Survey Results](#)
- [Common Systemwide Calendar Workgroup](#)
- [UCSA's Letter Asking UC to Expand Commitment to Vulnerable Populations](#)

Remaking the University

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- [Liner Note 17: Fighting the Knowledge Bonfire is Working: Expertise is Central to the Movement - 2/22/2025](#)
- [Liner Note 16: Trumpian Fear of Knowledge - 2/14/2025](#)

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the increases just before open enrollment. It was also noted that the subsidy from the university as a share of the total cost of health insurance had been declining.

After the three topics were discussed, there was a move to have the special assembly discuss the issue of a general UC switch to the semester system from the quarter system - except for Berkeley and Merced which were already on semesters. When reminded of the requirement that there would have to be unanimous agreement to have such a discussion and vote, the individual making the motion withdrew it.

A second motion was made to have all administration salary bumps occur on October 1, just like those of faculty. But there were some abstentions, i.e., lack of unanimity. So the motion failed.

One participant tried to make a motion that the inflation adjustment in the pension plan should offset 100% of the increases in the Consumer Price Index, as Social Security does, rather than the partial adjustment in the UC plan. But that motion was made out of order and never discussed.



Posted by California Policy Issues at [3:05 AM](#) No comments:     

Labels: [faculty pay](#), [health care](#), [UC](#)

Thursday, February 13, 2025

The 15% Cap - Part 5

From an email received earlier today:

To: Faculty, Graduate Students, Postdoctoral Scholars and Staff

Dear Colleagues:

As you may have already read, the Federal Court in Massachusetts acted quickly to issue a temporary restraining order in the lawsuit that California joined as one of 22 states seeking to stop the National Institutes of Health from reducing their Facilities and Administration (also known as Indirect Cost (IDC)) rates to 15%. The Association of American Medical Colleges (AAMC) along with the American Association of Colleges of Pharmacy, the Association of Schools and Programs of Public Health, Conference of Boston Teaching Hospitals, and Greater New York Hospital Association took similar steps today and that restraining order was approved by the Massachusetts court as well.

To add to the chorus of institutions in opposition to the NIH reduction in F/A (IDC), the Association of American Universities (AAU), the American College of Education (ACE), and the Association of Public & Land-Grant Universities (APLU) have now filed their complaint and motion for a temporary restraining order. The University of California is a named plaintiff in the lawsuit, along with 12 other institutions (Brandeis, Brown, Caltech, Carnegie Mellon, University of Chicago, Cornell, George Washington, Johns Hopkins, MIT, Penn, Rochester, and Tufts).

It is heartening to see this degree of unity in the higher education sector, across so many different states. We know there is a longer road to travel before this issue is resolved, but we are working overtime on it. And, as you probably also realize, this is not the only issue the University faces. The recent announcement that grants from the Institute for Education Science have been cancelled represents another area of concern and we are tracking/responding there as well.



- [California Faculty Association \(NEA\)](#)
- [UC-AFT](#)

Topics

[UC \(1930\)](#) [politics \(1808\)](#) [UC Regents \(1786\)](#) [health care \(1343\)](#) [State Budget \(1224\)](#) [governor \(1067\)](#) [UC budget crisis \(925\)](#) [UC-Berkeley \(861\)](#) [diversity \(674\)](#) [pension \(647\)](#) [pensions \(589\)](#) [tuition \(520\)](#) [admissions \(505\)](#) [athletics \(477\)](#) [CSU \(390\)](#) [transportation \(374\)](#) [UC-Davis \(366\)](#) [online education \(336\)](#) [ucrp \(295\)](#) [UCOP \(292\)](#) [uc retirement \(291\)](#) [audio \(288\)](#) [new hotel-conference center \(282\)](#) [traffic \(279\)](#) [UC enrollment \(276\)](#) [enrollment \(249\)](#) [UC-San Diego \(238\)](#) [community colleges \(231\)](#) [LAO \(214\)](#) [UC-Irvine \(179\)](#) [fund raising \(161\)](#) [UC-San Francisco \(148\)](#) [UC-Santa Cruz \(148\)](#) [UC-Santa Barbara \(147\)](#) [controller \(138\)](#) [faculty center \(137\)](#) [UC-Riverside \(132\)](#) [ballot propositions \(132\)](#) [CalPERS \(120\)](#) [faculty pay \(106\)](#) [UC-Merced \(105\)](#) [Master Plan \(102\)](#) [Yudof \(89\)](#) [UCRS retirement \(60\)](#) [Faculty Association at UCLA \(59\)](#) [parking \(59\)](#) [privatization \(59\)](#) [CalSTRS \(50\)](#) [UC Berkeley \(33\)](#) [copyright \(30\)](#) [campus climate survey \(28\)](#) [UCRS \(21\)](#) [Michigan Model \(18\)](#) [UC Merced \(17\)](#) [uc funding \(16\)](#) [State Contribution \(14\)](#) [UCOF \(14\)](#) [Regents \(13\)](#) [faculty recruitment \(12\)](#) [UC pay \(7\)](#) [graduate education \(6\)](#) [UC San Diego \(5\)](#) [UCpolitics \(3\)](#) [teaching evaluation \(3\)](#) [UC Irvine \(2\)](#) [UC Santa Cruz \(2\)](#)

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So as not to take up additional space in your inbox, I recommend that you consult this site for weekly updates on issues in Washington, DC developed by our Federal Relations colleagues: UC Federal Updates website:

<https://www.universityofcalifornia.edu/federal-updates>

Going forward, that will be the best place to find updates.

Thank you, once again, for all that you do for UC. It has never been more important.

Cordially,

Katherine S. Newman

UC System Provost and Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor of Sociology and Public Policy

Posted by California Policy Issues at 8:26 AM No comments:     

Labels: Brandeis, Brown University, CalTech, Carnegie Mellon, Cornell, George Washington U, health care, Johns Hopkins, MIT, politics, Tufts, U of Chicago, U of Pennsylvania, U of Rochester, UC

Nimoy

From the [Bruin](#): *The newly renovated Nimoy Theater in Westwood won the Best Hospitality Project Award at the Los Angeles Business Council's 54th Annual Architectural Awards this October. The recent renovations recognized the theater's transformation from a historic cinema into a modern state-of-the-art performance space. Due to a large donation from Susan Bay Nimoy, actress and widow of Leonard Nimoy, the theater – renamed in his honor in 2023 – underwent extensive renovations following UCLA's 2018 acquisition of the property.*



According to the [UCLA's Center for the Art of Performance website](#), since reopening in September of 2023, the renovated theater's programming features, "Contemporary performing artists from Los Angeles and around the world," with mediums including theater, installation-performance, general music and literary events...

Full story at <https://dailybruin.com/2025/02/07/nimoy-theater-wins-architectural-award-for-renovations-highlighting-historic-roots>.

Posted by California Policy Issues at 3:30 AM No comments:     

Labels: UCLA

Watch the Afternoon Meeting of the Regents: Jan. 22, 2025

We're catching up with the Regents - when we can. Below is a brief summary of the afternoon of January 22nd. Our earlier review of the morning sessions included a bit of the National Labs review.* And we separately reported on item A5, faculty disciplinary procedures.** Here is the remaining review.

The National Labs committee heard a presentation on research related to development of fusion energy. There is a plan to set up some kind of public-private entity to work on this project.

Tuition plans for various professional degree programs were approved.

A review of humanities research was presented including a description of a UC-Irvine Shakespeare program.

Finally, there was a review of financial aid for students and particularly the FAFSA program which, as blog readers will know, had major website problems that hindered applications. Given

Is this really the hill UC wants to die on?

Coming Not-So-Soon to an NIH Grant Near You

TPM - Part 2 (Senate didn't know)

More Reasons to Avoid Wilshire If You Come to UCLA...

Messages

It may seem off in the horizon, but the future lie...

6 Sloan Fellows at UCLA

Lost Funding

Reminder: The \$80 Million Question

Not safe

Deadline

Unclear

TPM

Watch the Regents Meeting of Jan. 23, 2025

What might have been

Impending Strike News

The Letter

2 UCLA professors elected to the National Academy ...

Lawsuit against UC-SF

It would be nice...

For the record...

Don Shoup (1938 - 2025)

Maybe the First...

Protecting the House - Part 2

Our Annual Valentine

2 Items for Consideration by the Senate - Part 2

Something finally happened - but nothing was resol...

The 15% Cap - Part 5

Nimoy

Watch the Afternoon Meeting of the Regents: Jan. 2...

Chancellor Suspends 2 Student Groups for Misconduct...

Stop - for now

3% Plus

Updated Subway Work

Something Is Rescheduled to Happen - Part 2

The 15% Cap - Part 4

Follow the (federal) Money

Freezing-Unfreezing - Part 3

The 15% Cap - Part 3

The 15% Cap - Part 2

Demolition - Part 3

Slasher

Demolition - Part 2

UCLA Anderson Forecast on Cost of Fires



more recent political developments, there was discussion of whether DACA students could safely enroll. It was noted that students would have to make individual decisions but that some had already provided their information.

A separate meeting of Compliance and Audit reviewed the safety plans on the various campuses. It was noted that several campuses already had "accredited" plans.*** There was discussion of campus police accountability systems and creation of data dashboards. It was said that the report on UCLA that followed the events of last spring is being used as a guide on other UC campuses.

As always, we preserve the recordings of the Regents meetings indefinitely, because the

Regents have no policy on duration of preservation.

National Labs, Academic and Student Affairs Committee, Governance Committee:

<https://ia800109.us.archive.org/18/items/regents-board-finance-and-capital-strategies-committee-joint-meeting-academic-an/Regents%20National%20Labs%2C%20Academic%20and%20Student%20Affairs%20Committee%2C%20Governance%20Committee%201-22-2025.mp4>

Compliance and Audit:

<https://ia800109.us.archive.org/18/items/regents-board-finance-and-capital-strategies-committee-joint-meeting-academic-an/Regents%20Compliance%20and%20Audit%20Committee%201-22-2025.mp4>

General website for morning and afternoon of Jan. 22, 2025:

<https://archive.org/details/regents-board-1-23-2025>.

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*<https://uclafacultyassociation.blogspot.com/2025/02/watch-jan-22-2025-morning-meeting-of.html>.

**<https://uclafacultyassociation.blogspot.com/2025/01/no-numbers-part-2.html>.

***We noted in an earlier posting that UCLA seems to be lagging behind on accreditation. See: <https://uclafacultyassociation.blogspot.com/2025/01/lagging-indicator.html>.

Posted by California Policy Issues at 3:20 AM No comments:     

Labels: UC Regents, UC-Irvine, UCLA

Wednesday, February 12, 2025

Chancellor Suspends 2 Student Groups for Misconduct at Home of Regent Sures

From an email received today:

A Stand Against Violence in our Community

Dear Bruin Community:

At UCLA, there is always room for discourse and for passionate debate of different points of view. In fact, they are vital to institutions of higher learning. Discourse helps us question our ideas and see new perspectives, and it ultimately leads to growth. Rigorous, healthy dialogue is central to everything we do to advance knowledge.

What there should never be room for is violence.

- The 15% Cap
- Another Lawsuit - and another
- A bit of history
- Lawsuit
- And now a word from yours truly...
- Protecting the House
- Smile
- It's hard to keep up
- Either it's a hack/scam or an abuse of the UCLA em...
- Demolition
- More Scams
- More on Community College DEI Statements
- Trailer Bills
- Some Online Retirement Programs in February
- Unclear
- Information on Federal Research Funding
- 2 Items for Consideration by the Senate
- No Commercials
- Watch the Jan. 22, 2025 morning meeting of the Reg...
- 🎵Take Us Out of the Ball Game🎵 - Part 9 (indirect ...
- Freezing-Unfreezing - Part 2
- What the Regents Likely Missed
- Two Announcements

► January (81)

► 2024 (832)

► 2023 (828)

► 2022 (719)

► 2021 (710)

► 2020 (914)

► 2019 (671)

► 2018 (595)

► 2017 (666)

► 2016 (715)

► 2015 (765)

► 2014 (704)

► 2013 (776)

► 2012 (839)

► 2011 (738)

► 2010 (431)

► 2009 (12)

Contributors

-  California Policy Issues
-  Toby Higbie
-  UCLA Faculty Association

No one should ever fear for their safety. Without the basic feeling of safety, humans cannot learn, teach, work and live — much less thrive and flourish. This is true no matter what group you are a member of — or which identities you hold. There is no place for violence in our Bruin community.

That is why I am personally letting you know that the UCLA Office of Student Conduct has issued an interim suspension today to two registered student organizations, **Students for Justice in Palestine (SJP)** and **Graduate Students for Justice in Palestine (GSJP)**, based on its review of initial reports about the groups' involvement in an incident last week at the home of UC Regent Jay Sures.

As has been reported publicly, both in the press and in social media posts by the groups themselves:

- On February 5, 2025, individuals affiliated with the student groups harassed Mr. Sures and members of his family outside his home.
- Individuals surrounded the vehicle of a Sures family member and prevented that family member's free movement.
- Individuals pounded on drums, chanting and holding signs with threatening messages such as "Jonathan Sures you will pay, until you see your final day."
- Individuals vandalized the Sures home by applying red-colored handprints to the outer walls of the home and hung banners on the property's hedges.

The Office of Student Conduct is undertaking the standard process for addressing potential violations of UCLA's student group conduct code. It is conducting an administrative review, and this suspension will remain in effect during the review. If these reports prove true as part of this review, disciplinary action may be taken.

Any act of violence undermines the foundation of our university. As a citizen of the world, I know that no one can promise a society free of violence. But as your chancellor, I can commit to you that whenever an act of violence is directed against any member of the university community, UCLA will not turn a blind eye. This is a responsibility I take most seriously.

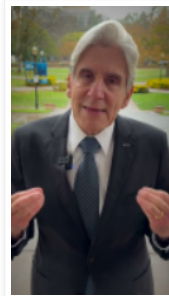
Sincerely,

Julio Frenk

Chancellor

===

Video accompanying the email above:



Or direct to <https://www.youtube.com/shorts/SfHXtANDzJA> or <https://ia600105.us.archive.org/29/items/newsom-1-2-25-new-laws/UCLA%20Chancellor%20Frenk%20after%20suspending%20%20anti-Israel%20groups%20for%20vandalizing%20home%20of%20Regent%20Sures.mp4>.

Posted by California Policy Issues at 4:07 PM No comments:

Labels: [UCLA](#)

Stop - for now

From the [LA Times](#):

- A federal judge ordered Elon Musk's DOGE team to not access student financial aid data.
- The decision came after University of California students filed a lawsuit against the Education Department.
- The pause in access ends Monday.

Lawyers representing the Trump administration agreed Tuesday to temporarily stop the Elon Musk-led Department of Government Efficiency from accessing student loan and financial aid information after a University of California group filed a federal lawsuit seeking a halt to the actions.



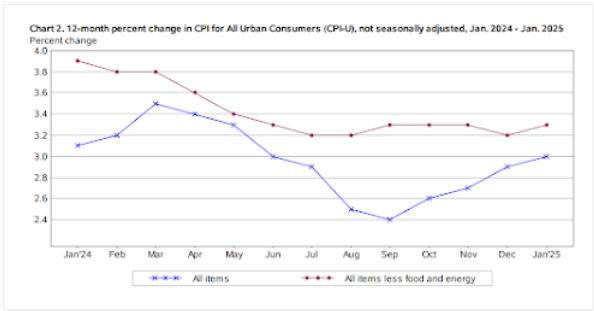
The move, approved by U.S. District Judge Randolph D. Moss of the District of Columbia, will be in place through Monday as both sides prepare arguments in the case. The decision marks at least a temporary setback for Musk's DOGE associates...

Full story at <https://www.latimes.com/california/story/2025-02-11/uc-students-education-department-loan-data-lawsuit>.

Posted by California Policy Issues at 10:07 AM No comments:

Labels: [politics](#), [UC](#)

3% Plus



Source: <https://www.bls.gov/news.release/pdf/cpi.pdf>.

The latest news release on the Consumer Price Index from the U.S. Bureau of Labor Statistics is a reminder that inflation is stuck in the 3+ percent per annum range, despite the Federal Reserve target of 2%. That observation has implications for pay adjustments. It is also a reminder that the pension plan provides full protection only up to 2%, so that the value of monthly payments in real terms will tend to decline. The Regents in the past have made *ad hoc* adjustments for pensioners whose real value has fallen below around 80% of the initial value. But the last time this was done, it was done grudgingly.

Posted by California Policy Issues at 7:54 AM No comments:

Labels: [faculty pay](#), [pension](#), [UC Regents](#), [uc retirement](#)

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